

## Office of Personnel Management

## § 532.223

local activities have the capability to do the survey; and

(2) There is within the survey area a minimum of 1,800 private enterprise employees in establishments within survey specifications.

(c)(1) Two or more counties may be combined to constitute a single wage area through consideration of:

(i) Proximity of largest activity in each county;

(ii) Transportation facilities and commuting patterns; and

(iii) Similarities of the counties in:

(A) Overall population;

(B) Private employment in major industry categories; and

(C) Kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (c)(1) of this section are considered in the order listed.

(d) The nonappropriated fund wage and survey area definitions are set out as appendix D to this subpart and are incorporated in and made part of this section.

[55 FR 46143, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

### § 532.221 Industries included in regular nonappropriated fund surveys.

(a) The lead agency must include the following North American Industry Classification System (NAICS) codes in all regular nonappropriated fund wage surveys:

2012 NAICS codes	2012 NAICS industry titles
42312 .....	Motor vehicle supplies and new parts merchant wholesalers.
4232 .....	Furniture and home furnishing merchant wholesalers.
42362 .....	Electrical and electronic appliance, television, and radio set merchant wholesalers.
42369 .....	Other electronic parts and equipment merchant wholesalers.
42371 .....	Hardware merchant wholesalers.
42391 .....	Sporting and recreational goods and supplies merchant wholesalers.
42399 .....	Other miscellaneous durable goods merchant wholesalers.
4241 .....	Paper and paper product merchant wholesalers.
42421 .....	Drugs and druggists' sundries merchant wholesalers.
4243 .....	Apparel, piece goods, and notions merchant wholesalers.
42445 .....	Confectionery merchant wholesalers.
4247 .....	Petroleum and petroleum products merchant wholesalers.
4249 .....	Miscellaneous nondurable goods merchant wholesalers.
44132 .....	Tire dealers.
443 .....	Electronics and appliance stores.
44411 .....	Home centers.
44611 .....	Pharmacies and drug stores.
4471 .....	Gasoline stations.
44814 .....	Family clothing stores.
4521 .....	Department stores.
45299 .....	All other general merchandise stores.
45321 .....	Office supplies and stationery stores.
4542 .....	Vending machine operators.
71391 .....	Golf courses and country clubs.
71395 .....	Bowling centers.
72111 .....	Hotels (except casino hotels) and motels.
7224 .....	Drinking places (alcoholic beverages).
7225 .....	Restaurants and other eating places.

(b) A lead agency may add other industry classes from within the wholesale, retail, and service industry divisions in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local NAF employment.

(c) Additional industries shall be defined in terms of entire industry classes (fourth digit breakdown).

[55 FR 46143, Nov. 1, 1990, as amended at 71 FR 35374, June 20, 2006; 73 FR 45853, Aug. 7, 2008; 78 FR 58153, Sept. 23, 2013]

### § 532.223 Establishments included in regular nonappropriated fund surveys.

(a) All establishments having 20 or more employees in the prescribed industries within a survey area must be

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included in the survey universe. Establishments in NAICS codes 4471, 4542, 71391, and 71395 must be included in the survey universe if they have eight or more employees.

(b) Establishment selection procedures are the same as those prescribed for appropriated fund surveys in paragraphs (b) and (c) of § 532.213 of this subpart.

[55 FR 46143, Nov. 1, 1990, as amended at 71 FR 35374, June 20, 2006]

## § 532.225 Nonappropriated fund survey jobs.

(a) A lead agency shall survey the following required jobs:

Job title	Job grade
Janitor (Light) .....	1
Food Service Worker .....	1
Food Service Worker .....	2
Fast Food Worker .....	2
Janitor .....	2
Laborer (Light) .....	2
Laborer (Heavy) .....	3
Service Station Attendant .....	3
Stock Handler .....	4
Short Order Cook .....	5
Materials Handling Equipment Operator .....	5
Warehouseman .....	5
Service Station Attendant .....	5
Truck Driver (Light) .....	5
Truck Driver (Medium) .....	6
Truck Driver (Heavy) .....	7
Cook .....	8
Carpenter .....	9
Painter .....	9
Automotive Mechanic .....	10
Electrician .....	10

(b) A lead agency may not omit a required survey job from a regular schedule wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

Job title	Job grade
Service Station Attendant .....	1
Groundskeeper .....	4
Grill Attendant .....	4
Tractor Operator .....	6
Bowling Equipment Mechanic .....	7
Building Maintenance Worker .....	7
Vending Machine Mechanic .....	8
Building Maintenance Worker .....	8
Air Conditioning Equipment Mechanic .....	8
Truck Driver (Trailer) .....	8
Air Conditioning Equipment Mechanic .....	10

(d) A lead agency must obtain prior approval of OPM to add a job not listed

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under paragraph (a) or (c) of this section.

[55 FR 46143, Nov. 1, 1990]

## § 532.227 Agency wage committee.

(a) Each lead agency shall establish an agency wage committee for the purpose of considering matters relating to the conduct of wage surveys, the establishment of wage schedules and making recommendations thereon to the lead agency.

(b) The Agency Wage Committee shall consist of five members, with the chairperson and two members designated by the head of the lead agency, and the remaining two members designated as follows:

(1) For the Department of Defense Wage Committee, one member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the Department of Defense; and

(2) For other lead agencies, two members shall be designated by the labor organization having the largest number of wage employees by exclusive recognition in the agency.

(c) Recommendations of agency wage committees shall be developed by majority vote. Any member of an agency wage committee may submit a minority report to the lead agency along with the recommendations of the committee.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

## § 532.229 Local wage survey committee.

(a)(1) A lead agency shall establish a local wage survey committee in each wage area for which it has lead agency responsibility and in which a labor organization represents, by exclusive recognition, wage employees subject to the wage schedules for which the survey is conducted.

(2) The local wage survey committee shall assist the lead agency in the conduct of wage surveys and make recommendations to the lead agency thereon.

(b)(1) Local wage survey committees shall consist of three members, with